

EXTERNAL - Job Order Detail
STATE OF MONTANA IS AN EQUAL OPPORTUNITY EMPLOYER

Department: DEPARTMENT OF LABOR & INDUSTRY

Division: Employment Relations

Bureau: Management Services

Date Posted: 06/26/2008

Job Category: Computer and Mathematical

**Position
Number:** 66204681

Position Title: COMPUTER PROGRAMMER

**Bargaining
Unit:** 038

Union: MPEA

Location: HELENA

Job Status: Full Time Permanent

Salary: \$39,523.00 to \$49,403.00

Salary Unit: Year

Additional Applicants' qualifications will be assessed based on minimum

Salary Info: qualifications and in accordance with Pay Plan Rules. Successful applicant's pay will be set using the above salary range based on qualifications.

Shift: Daytime

Band: 6

Closing Date: 07/07/2008

**Supplement
Required:** No

Applications must be received by 5:00pm on the closing date.

Apply to your Local Montana Job Service Center

- OR -

State Agency:

DEPARTMENT OF LABOR & INDUSTRY

P.O. Box 1728

HELENA, MT 59624

Phone: (406) 444-3710

Fax: 444-3685

TTY: 444-0532

E-mail: dliapps@mt.gov

Special Information:

For further information about DLI agency and job application materials see:

<http://dli.mt.gov/jobopenings/>.

Upon date of hire, eligible for 100% state paid premiums for employee "core" medical, dental, and basic life insurance coverage (dependent coverage and supplemental options available at an additional cost). Earn 15 working days of vacation, 12 sick leave, and 10 paid holidays per year. Membership in a Retirement System with the state matching begins upon the first day of employment (vesting criteria applies).

The successful applicant must receive positive job references. Pay for employees new to the Department will be set at one step below the salary of employees with similar qualifications and shall have pay adjusted to the appropriate salary following successful completion of the trial period.

Duties:

This position is responsible for the analysis, design, programming, testing, implementation, documentation and maintenance of information processing applications within the division. These applications include legacy systems written in Powerbuilder, and Microsoft Access with an Oracle database backend. May be involved in maintaining systems built using Powerbuilder 4GL with an Oracle database backend and may also be involved in the maintenance, support, and conversion of smaller MS Access based applications.

Competencies:

The successful candidate must possess knowledge of object-orientated, agile RUP and n-tier application development methods in a mixed, Open Source / Windows environment and SQL. Knowledge and skills in developing front-end applications using an Integrated Development Environment (IDE) such as .Net, Powerbuilder, Oracle Developer, JAVA, Eclipse, etc. and/or developing sophisticated batch data parsing and validation systems using languages such as PERL, Python, awk, sed, bash, or other Open Source Tools. Knowledge and skills in XML, SOAP, XSLT, Web Services is desirable. Must have the ability to work harmoniously and maintain effective working relationships with clients, co-workers, and other government employees; and work independently with minimal support and work on two or more projects at a time. The Department of Labor and Industry strives to provide an effective customer focused work environment. Our goal is to provide excellent service to all our customers. The core values of this Department are customer focus, individual responsibility, individual growth, ethics in the workplace, and continuous improvement. These values represent the Department's expectations of staff and the ideal employee is one who embraces these values.

Education/Experience:

The required knowledge, skills, and abilities are typically acquired through education and job related experience in the factors used by the Department of Labor and Industry to evaluate applicant/employee qualifications and set pay for Computer Programmer positions. These factors are Business Process, Analysis and Design, Documentation, Troubleshooting, Training of employees, Project Management, Years of Education, Development, and Applications/Software as described in the Job Announcement and Job Profile. Applicants need not have experience in each of the areas in order to meet minimum qualifications.

The above knowledge, skills and abilities are typically acquired through a combination of education and experience equivalent to a Bachelor's or Associate degree in Computer Science, or a related field such as Information Systems Design, or Computer Programming, and one to three years experience (depending on degree, Bachelor's vs. Associate) with program level analysis, coding, testing and documenting custom computer applications.

The successful applicant(s) with college credits or college degree(s) shown on the application may be required to provide a copy of their college transcripts upon interview or prior to hire for pay setting purposes.

Application materials required initially for this position include the following:

Signed and completed State of Montana Employment Application (PD-25, Rev. 5/2003 or later). Portions of the application may be photocopied if legible (see application page 1 for instructions).

If Supplement Required, complete application supplement identified with your name and the position number (see attached Supplement Questions if provided).

1. SIGNED (typed signatures are considered) and COMPLETED State of Montana Employment Applications (PD 25).
2. Applicants **claiming the Veterans' or Persons with Disability Employment Preferences** (PD-25A) must provide verification of eligibility with the application materials.
3. A PERFORMANCE TEST may be given prior to selection for interview.
4. The successful applicant(s) with college credits or college degree(s) shown on the application may be required to provide a copy of their college transcripts upon interview or prior to hire for pay setting purposes.

*Application materials can be obtained from any Job Service office or downloaded from <http://dli.mt.gov> or <http://dli.mt.gov/jobopenings>. Applications must be received by 5:00 p.m. on closing date. Applications will be rejected for late, incomplete or unsigned application materials.

**MPEA selection will be based on the following:

Qualifications = 30% Capabilities = 60% Seniority = 10%

***If reasonable accommodations are required, please notify Office of Human Resources (or Human Resource Officer)(406) 444-3710/444-4534 in advance.